

**ANNOUNCEMENT NUMBER: 14-0012**

**OPEN TO:** All Interested Candidates

**POSITION:** Commercial Specialist, 1101590, FSN-10, FP-4\*

**OPENING DATE:** February 25, 2014

**CLOSING DATE:** March 11, 2014

**WORK HOURS:** Full-time; 40 hours/week

**SALARY:** Ordinarily Resident: FSN-10 (basic salary RUB 1,203,871 + meal allowance RUB 29,952 + bonus 1/12 of the basic salary - starting salary per year before tax)

\*AEFM/MOH/NOR: FP-4\* (position grade to be confirmed by Washington)

**LENGTH OF APPOINTMENT:** This is a temporary appointment (while the incumbent is on maternity leave).

ALL ORDINARILY RESIDENT (OR) APPLICANTS (*See Appendix A*) MUST HAVE THE REQUIRED PERMANENT RESIDENCY PERMIT TO BE ELIGIBLE FOR CONSIDERATION.

**All applications and résumés must be in English. Application received in any other language will not be considered.**

The U.S. Embassy in Moscow is seeking an individual for the position of Commercial Specialist at the Foreign Commercial Service (FCS).

**BASIC FUNCTION OF POSITION**

The incumbent is responsible for planning and administering activities to promote exports of US products and services in assigned industry sectors; and to advocate on behalf of US commercial interests. She or he develops and maintains substantive knowledge of all assigned sectors, develops and maintains mid- to senior-level contacts in government and business; researches and monitors the market to identify trade and marketing opportunities; writes market research studies in assigned sectors; provides substantive counseling to US business executives on marketing in Russia and to Russian business executives regarding American suppliers and potential partners; identifies prospective Russian business partners for US firms; plans and supports trade promotion events; supports official USG visitors and programs; and carries out other responsibilities as assigned by the Senior Commercial Officer or commercial officers.

A copy of the complete position description listing all duties and responsibilities is available in the HR Office. Please send your request to the email address: [moscowhr@state.gov](mailto:moscowhr@state.gov)

## **QUALIFICATIONS REQUIRED**

All applicants must address each selection criterion detailed below with specific and comprehensive information supporting each item.

1. University Degree in Foreign Languages/Linguistics, English, Political Science, Communications, Business, Finance, Marketing, Law, International Relations, Economics is required.
2. Four to six years of progressively responsible experience in business, government or NGOs in the fields of marketing, sales, trade promotion, economics, international trade, business development, finance, law, government relations, public relations, or project management is required.
3. Level IV (fluent) English and Russian are required. Will be tested.
4. Thorough knowledge of the domestic economy and international trading practices; comprehensive understanding of foreign trade policy and issues affecting the domestic economy's trade relations; understanding of USG trade policies and export promotion programs; working knowledge of international trade (terms and procedures) are required.
5. Ability to: develop and maintain an extensive range of appropriate mid- to senior-level contacts in the host government and private sector; to plan, organize, and execute complex commercial research projects and to prepare precise and accurate factual and analytical reports, and, to render advice with detachment and objectivity, employing sound professional judgment is required.

Due to the high volume of applications, only qualified applicants will be contacted by the HR Office.

## **SELECTION PROCESS**

When fully qualified, U.S. Citizen Eligible Family Members (USEFMs) and U.S. Veterans are given preference. Therefore, it is essential that the candidate specifically address the required qualifications above in the application.

## **ADDITIONAL SELECTION CRITERIA**

1. Management will consider nepotism/conflict of interest, budget, and residency status in determining successful candidacy.
2. Current employees serving a probationary period are not eligible to apply.
3. Current Ordinarily Resident employees with an Overall Summary Rating of Needs Improvement or Unsatisfactory on their most recent Employee Performance Report are not eligible to apply.
4. Currently employed U.S. Citizen EFMs who hold a Family Member Appointment (FMA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment.
5. Currently employed NORs hired under a Personal Services Agreement (PSA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment unless currently hired into a position with a When Actually Employed (WAE) work schedule.

6. The candidate must be able to obtain and hold a security clearance.

## TO APPLY

Interested candidates for this position must submit the following for consideration of the application:

1. Universal Application for Employment as a Locally Employed Staff or Family Member (DS-0174); **and/or**
2. A current resume or curriculum vitae that provides the same information found on the UAE (*see Appendix B*); **or**
3. A combination of both; i.e. Sections 1 -24 of the UAE along with a listing of the applicant's work experience attached as a separate sheet; **plus**
4. Candidates who claim U.S. Veterans preference must provide a copy of their Form DD-214 with their application. Candidates who claim conditional U.S. Veterans preference must submit documentation confirming eligibility for a conditional preference in hiring with their application.
5. Any other documentation (e.g., essays, certificates, awards) that addresses the qualification requirements of the position as listed above.

## SUBMIT APPLICATION TO

### Human Resources Office

**Fax: 7-495-728 5244; Email: [moscowhr@state.gov](mailto:moscowhr@state.gov)**

*The preferred way of receiving resumes is via email.*

## CLOSING DATE FOR THIS POSITION: March 11, 2014

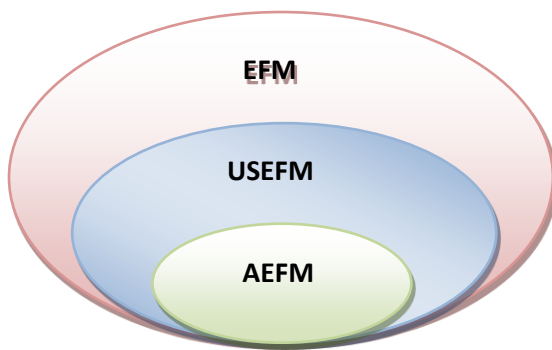
The U.S. Mission in Russian provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color, religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs.

The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices, and/or courts for relief.

**Vacancy Announcement approved by Richard Marsh (Human Resources Officer)\_\_\_\_\_**

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## Appendix A DEFINITIONS



This diagram demonstrates how an Appointment Eligible Family Member (AEFM) is also a U.S.-citizen Eligible Family Member (USEFM) as well as an Eligible Family Member (EFM).

1. **Eligible Family Member (EFM):** An individual related to a U.S. Government employee in one of the following ways:

- Spouse or same-sex domestic partner (as defined in [3 FAM 1610](#));
- Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support. The term shall include, in addition to natural offspring, stepchildren and adopted children and those under legal guardianship of the employee or the spouse when such children are expected to be under such legal guardianship until they reach 21 years of age and when dependent upon and normally residing with the guardian;
- Parent (including stepparents and legally adoptive parents) of the employee or of the spouse, when such parent is at least 51 percent dependent on the employee for support;
- Sister or brother (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, or of the spouse, when such sibling is at least 51 percent dependent on the employee for support, unmarried, and under 21 years of age, or regardless of age, incapable of self-support.

2. **U.S. Citizen Eligible Family Member (USEFM):** For purposes of receiving a preference in hiring for a qualified position, an EFM who meets the following criteria:

- U.S. Citizen; and,

- EFM (see above) at least 18 years old; and,
- Listed on the travel orders of a direct-hire Foreign, Civil, or uniformed service member assigned to or stationed abroad with a USG agency that is under COM authority, or at an office of the American Institute in Taiwan; and either:
  1. Resides at the sponsoring employee's or uniformed service member's post of assignment abroad or at an office of the American Institute in Taiwan; or
  2. Resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under 3 FAM 3232.2.

3. **Appointment Eligible Family Member (AEFM):** EFM (see above) eligible for a Family Member Appointment for purposes of Mission employment:

- Is a U.S. citizen; and
- Spouse or same-sex domestic partner (as defined in [3 FAM 1610](#)) or a child of the sponsoring employee who is unmarried and at least 18 years old; and
- Is listed on the travel orders *or approved Form OF-126, Foreign Service Residence and Dependency Report*, of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil Service, or uniformed *service* member who is permanently assigned to or stationed abroad at a U.S. mission, or at an office of the American Institute in Taiwan (*AIT*), and who is under chief of mission authority; and
- Is residing at the sponsoring employee's post of assignment abroad or, as appropriate, office of the American Institute in Taiwan.
- Does not receive a Foreign Service or Civil Service annuity

4. **Member of Household (MOH):** An individual who accompanies a direct-hire Foreign, Civil, or uniformed service member permanently assigned or stationed at a U.S. Foreign Service post or establishment abroad, or at an office of the American Institute in Taiwan. An MOH is:

- Not an EFM; and,
- Not on the travel orders of the sponsoring employee; and,
- Has been officially declared by the sponsoring USG employee to the COM as part of his/her household.

A MOH is under COM authority and may include a parent, unmarried partner, other relative or adult child who falls outside the Department's current legal and statutory definition of family member. A MOH does not have to be a U.S. Citizen.

5. **Not Ordinarily Resident (NOR)** – An individual who:

- Is not a citizen of the host country; and,
- Does not ordinarily reside (*OR*, see below) in the host country; and,
- Is not subject to host country employment and tax laws; and,
- Has a U.S. Social Security Number (SSN).

NOR employees are compensated under a GS or FS salary schedule, not under the LCP.

6. **Ordinarily Resident (OR)** – A Foreign National or U.S. citizen who:

- Is locally resident; and,
- Has legal, permanent resident status within the host country; and,
- Is subject to host country employment and tax laws.

EFMs without U.S. Social Security Numbers are also OR. All OR employees, including U.S. citizens, are compensated in accordance with the Local Compensation Plan (LCP).

7. **Veterans' Preference** - When applying the Veterans' Hiring Preference for local mission employment opportunities, a "preference-eligible" veteran candidate is a US citizen or non-citizen who holds a DD-214; AND has been discharged or released from active duty in the armed forces under honorable conditions, AND meets the criteria of one of the three categories below:

(1) **An individual** who served on active duty in the armed forces:

- For a period of more than 180 consecutive days any part of which occurred between 9/11/01 and 8/31/11; **OR**,
- During the period 8/2/90 – 1/2/92; **OR**,
- For a period of more than 180 consecutive days any part of which occurred between 1/31/55 and 10/15/76 (not including as a Reserve for service in the Army National Guard or the Air National Guard or as a Reserve for service in the Army Reserve, Navy Reserve, Air Force Reserve, Marine Corps Reserve, or Coast Guard Reserve); **OR**,
- During the period 4/28/52 – 7/1/55; **OR**,
- In a campaign or expedition for which a campaign badge has been authorized (as indicated on official documentation).

(2) **A disabled US veteran** who has:

- Served on active duty in the armed forces; **AND**,
- Established the present existence of a service-connected disability or is receiving compensation, disability retirement benefits, or pension because of a public statute administered by the Department of Veterans Affairs or a military department.

(3) **A retired member of the armed forces** who is entitled, under statute, to retired, retirement, or retainer pay on account of service **AND** is:

- Disabled; **OR**,
- Retired below the rank of O-4 (major or its equivalent).

## Appendix B

If an applicant is submitting a resume or curriculum vitae, s/he must provide the following information equal to what is found on the UAE.

**Failure to do so will result in an incomplete application.**

- A. Position Title
- B. Position Grade
- C. Vacancy Announcement Number (if known)
- D. Dates Available for Work
- E. First, Middle, & Last Names as well as any other names used
- F. Current Address, Day, Evening, and Cell phone numbers
- G. U.S. Citizenship Status (*Yes or No*) & status of permanent U.S. Resident (*Yes or No*; if yes, provide number)
- H. U.S. Social Security Number and/or Identification Number
- I. Eligibility to work in the country (*Yes or No*)
- J. Special Accommodations the Mission needs to provide (*Yes or No*; if yes, provide explanation)
- K. If applying for position that includes driving a U.S. Government vehicle, Driver's License Class / Type
- L. Days available to work
- M. List any relatives or members of your household that work for the U.S. Government (include their Name, Relationship, & Agency, Position, Location)
- N. U.S. Eligible Family Member and Veterans Hiring Preference
- O. Education
- P. License, Skills, Training, Membership, & Recognition
- Q. Language Skills
- R. Work Experience
- S. References